

~~SECRET~~

. . . The 198th Meeting of the CIA RETIREMENT BOARD convened on Thursday, 15 February 1973, at 2:00 p.m. in Room 5E62, Headquarters, with the following present:



25X1A

Guest: [redacted] appeared before the Board in her own behalf.

25X1A

25X1A

[redacted] Our first item of business is the Minutes of the meeting on 18 January 1973. If there are no comments they will stand as written.

. . . Minutes stand as written . . .

25X1A

[redacted] We have one employee with more than 15 years of service and 13 with more than five years of service who meet the criteria for designation. Any discussion on any of these? (no response)

. . . Motion made, seconded and passed . . .

25X1A

[redacted] We have two requests for voluntary retirement.

They are [redacted] 25X1A

25X1A

[redacted] I have five more to add to that. They are:

Thomas H. Karamessines, 2 March 1973; [redacted] 31 March 1973;

25X1A

25X1A

[redacted] 30 March 1973; [redacted] 30 March 1973; and [redacted]

25X1A

[redacted] 1 April 1973. 25X1A

25X1A

25X1A

. . . Motion made, seconded and passed . . .

25X1A

[redacted] What time have you got [redacted] standing 25X1A

by for ?

~~SECRET~~

25X1A

[redacted]

I have her scheduled for 2:15 o'clock or thereabouts. You have time if you want to talk about the case before she arrives.

25X1A

[redacted]

Gordon, you know [redacted] case I guess.

25X1A

25X1A

[redacted]

Yes. I talked with Ann about her case and explained to her about what we considered to be qualifying service. I recognized obvious portions here that fall into that and told her that we would probably ask questions as to how much time she used a pseudonym and did she follow tradecraft and so on. I think she is prepared to outline and answer questions concerning these points that we might raise. She was a little hesitant to talk about this operation she was involved in.

. . . Off the record . . .

25X1A

[redacted]

Now I don't know how much she will want to go into this at this point for the record.

25X1A

[redacted]

Well, I think what we should ask her to do is outline the kind of daily, if you will, participation she had in the operation. It's pretty well outlined in paragraph four, but if you stick strictly to the mathematics of it, it doesn't provide a whole lot of time.

I think it is safe to assume that she was engaged in a good deal of communication, consultation, and whatnot, with her counterpart down at the station, so that she was in effect spending a good deal more time at it than the roughly estimated day a month that is outlined here. I thought we would ask her to elaborate on the extent of participation in that.

Then I would like to ask her about her paragraph five where she talks about handling a [redacted] official. 25X1C
There isn't a very good indication in there, I don't think, of just how much of her time did go into this activity.

25X1

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25X1

[REDACTED]

25X1A

[REDACTED] I have her file here. In her memo she says this started in February of 1965. The Fitness Report, which ends on 30 September 1965, says that her duties consisted of processing incoming information reports, drafting new projects and project renewals, name traces, drafts and dispatches of cables,

25X1C

and liaison with [REDACTED] the U.S. State Department. On that Fitness Report it doesn't mention anything about this agent business.

This report ends 30 September 1965,

so there is a discrepancy between February, 1965, and September, 1965. As opposed to 31 months, that would be say seven months less. The next Fitness Report for 1 October does start talking about the handling of agents.

25X1A

[REDACTED] You might want to ask a question about dates then, Murray.

25X1A

[REDACTED] In that case it would be something like 24

months involved instead of 31, and you're making it even tighter then.

25X1A

[REDACTED] Okay, let's call her in.

25X1A

. . . [REDACTED] entered the meeting at this time . . .

25X1A

[REDACTED] I guess you understand the Board's function in a matter such as this.

25X1A

[REDACTED] I do, yes.

25X1

[REDACTED] In cases involving domestic service we have a particularly difficult job of trying to decide on the merits of the information [and] whether the service should be considered as qualifying for CIARDS or not. We do have a few questions that we would like to hear your views on. I guess one of the first questions to start with is the actual dates that were involved in the activity.

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25X1A

[redacted]

I don't know how I was slotted up until then, but

I was on the desk as of late February of 1965.

25X1A

[redacted]

But the question is whether you were actually

involved in the handling of --

25X1A

[redacted]

I was involved in the liaison, yes, sir, and in

the other aspects of the operation. I talked to the agents and was in touch with them by phone during the desk chief's absence, but I was brought in to meet them to the best of my recollection in 1966. One of the men I might have met in 1965.

We did talk to him before he made a trip to [redacted]

25X1A

[redacted]

All right, anybody want to pursue that further?

25X1A

(no response) In your memo you do describe the handling of two agents here.

I think it might be helpful to us in considering that to get some kind of idea of just what the daily routine was. I think you mentioned something about meetings once a month, or something of this sort, but there undoubtedly was other activity associated with the operation.

25X1A

25X1C

[redacted]

In fact, all during 1966 we were involved in

A large rectangular area of the document has been completely redacted with a solid black box.

25X1A

[redacted]

If you weren't meeting with them, were you communicating with [redacted] them?

two agents

Next 1 Page(s) In Document Exempt

25X1C

25X1A

[redacted] I think the reason we are going into this a bit

is that in order to consider service qualifying under the Agency system, ~~its~~ regulations state rather explicitly that it is to protect personal cover and ~~that sort of thing~~.

25X1A

[redacted] I'm not sure that's true, Karl. It's not the individual cover that is protected, but it's the integrity of the operation. If my cover is blown the damage is not merely to me but to the country and the organization behind the operation.

25X1A

[redacted] Yes, but the point I'm making is that when we are deciding on whether an individual's service is qualifying we have to consider ~~the~~ his personal part in the project.

25X1A

[redacted] It's part of the package.

25X1A

[redacted] Well, that's why we want to get a flavor for the

kind of participation you had in the whole operation.

25X1A

[redacted] Well, it was an extremely interesting assignment certainly, and as I say, it was a very ticklish thing because you had to make sure that all parties concerned were clued in at all times. It was also most important that there not be any leak. For that reason the desk operated as a task force by itself. We worked directly with the division chief, but we did not staff out decisions through the normal channel staffing patterns in DDP. It was not possible to do so and still maintain the tight lid we had to keep on the whole operation.

Next 2 Page(s) In Document Exempt

25X1C

25X1A

[redacted]

Out of this 19 or 20 month period in 1966 and 1967,
what percentage of your days were spent in meeting with these people outside?

50%? 25%?

25X1A

[redacted]

I can't say 50%, no, because they were not
here 50% of their time. They were in the field a good bit of their time.

25X1A

[redacted]

So it would be less than 50%.

25X1A

[redacted]

I guess so, yes. It's hard to say. Sometimes
we would meet for long periods and other times it would be very quick. Now with
[redacted] we were in constant liaison with them.

25X1C

25X1A

[redacted]

Yes, I understand that.

25X1C

25X1A

[redacted]

I take it there were many meetings [redacted]

25X1A

[redacted]

At least three times a week throughout the
entire period from 1965 to 1967. Most of the time I would say we met once a day,
and these meetings were anywhere from one to three hours long.

25X1C

It was actually a very [redacted]

operation and I'm not sure it has been duplicated. It worked because there were
just a few people performing it and there was less danger of getting wires crossed
as you might when you have a larger operation.

25X1A

[redacted]

Okay. Any other questions? (no response)

Thank you very much.

25X1A

. . . [redacted] departed the meeting at this time . . .

25X1A

[redacted] Well, the question of her length of time gets kind of biting in here.

25X1A

[redacted] Yes. I think the question to be resolved in order to determine whether she indeed has the time is in that bit of research done by Murray as to when she actually began meeting the agents. She herself admits she didn't start meeting them until the end of the year rather than in [redacted] February.¹⁹⁶⁵

25X1C

Whether she gets credit for meeting with [redacted] on a daily basis or on a three days a week basis perhaps is the issue to be resolved. She admits she met them in the building.

25X1A

[redacted] I think the meetings in Washington with [redacted] --

That's breaking new ground I'm afraid.

25X1C

25X1A

[redacted] Is it?

25X1A

[redacted] Yes. You have liaison in true name, and especially in the building.

25X1A

[redacted] For the whole period when she started meeting with agents in outside groups, it's about 19 to 20 months if you give her the whole period.

25X1A

[redacted] Yes, at 100% of the time.

25X1A

[redacted] Yes. Well, it comes out a little bit thin to me.

25X1A

[redacted] Yes.

25X1A

[redacted] Gordon, you may want to resolve at least the first question about when it can be said that her participation in the operation --

25X1A

[redacted] She said very frankly that it didn't start until 1966.

[redacted] She said that her contact with the agents didn't begin until 1966, and in 1965 her contacts were [redacted] here in town in true name, so we can't dispute that. That was in the winding up phase. Now whether one can throw all of that into the overall package --

25X1A

25X1C

25X1A

[redacted] And there's the fact that she had eight months [redacted] before the Agency was established.

25X1A

[redacted] People
[redacted] Yes. By gosh they have been a part of this thing even before there was an Agency, and it's easy to understand why they feel strongly about that.

25X1A

[redacted] Indeed.

25X1A

[redacted] The Act [redacted] specifically states CIA, not CIG.

25X1A

[redacted] Yes. That was debated long and hard before we ever went that way, Gordon, and the consensus was that you would just be opening Pandora's box. How far back do you go? do you go back to [redacted]

STATSPEC

25X1A

[redacted] And I suppose people in uniform were assigned then and you would have conflicting claims.

25X1A

[redacted] Yes, so we just had to go that way. In a couple of cases it has been mighty tough. In a case like this, you have six or eight months with CIG and from the individual standpoint nothing changed. It's the same thing.

25X1A

[redacted] I think we would lean over backwards to try to look with favor on the service, but I felt that she came out a little bit thin.

25X1A

[redacted] Even if the 31 months were good time, she would need 27 months out of that. She said only 50% of the time was spent at this.

25X1A

[redacted] Her overseas career is ended I take it?

25X1A

[redacted] I think it is finished. I don't see another overseas tour for her. I think she plans to retire and wants to retire.

25X1A

[redacted] Yes, but she'll take a little penalty. She's only 52. In fact, she can't retire unless you can surplus her.

25X1A

[redacted] She could go out under discontinued service if you surplus her.

25X1A

[redacted] She's 52 with 20 years of service.

25X1A

[redacted] She would have to take a 6% reduction.

25X1A

[redacted] 6%?

25X1A

[redacted] Yes.

25X1A

[redacted] Well, who wants to make a motion? I don't see how you can make it stretch, Gordon.

25X1A

[redacted] I agree. I would be forced to accept what I assume is the majority opinion. I don't think she has enough qualifying service.

25X1A

[redacted] I guess it's the consensus then that she falls short.

25X1A

[redacted] It became short when I looked up the dates.

25X1A

[redacted] But even without that, when she started talking about the kind of activity in the early phases at least, why she didn't help it much.

25X1A

[redacted] She's one of my better gals, and that's why I feel bad.

25X1A

[redacted] That's why I feel bad about checking the dates.

I've known her for a long time.

. . . Motion was seconded and passed not approving

25X1A

[redacted] designation into the System . . .

25X1A [redacted] Our next case is [redacted] Does anybody 25X1A

want to speak to this one? he is requesting a 1-year extension.

25X1A [redacted] It's too bad [redacted] doesn't look into his employee's 25X1A

problem a little bit. He ought to be advised to change that statement.

25X1A [redacted] Yes. He says, "I have not reviewed the enclosure submitted . . ."

25X1A [redacted] This man used to be a neighbor of mine so I can tell you that what he says is true about his children, being the sole support of his mother-in-law, and his wife's illness and so forth. They have had large medical bills for the past eight or ten years.

25X1A [redacted] Most of which was covered by hospitalization.

25X1A [redacted] Yes.

25X1A [redacted] I was more impressed by the argument that he's their only night shift Linotype Operator.

25X1A [redacted] Having anticipated that he was going to retire a couple of years ago, you would think they would have found a replacement for him.

25X1A [redacted] And that he would have found other employment.

25X1A [redacted] I don't know. Do you use linotypes any more? I mean in industry.

25X1A [redacted] It is disappearing.

25X1A [redacted] It's not used much.

25X1A [redacted] They have changed according to the classified section of the paper, and whether they would pay money like this I don't know.

25X1A [redacted] It's a standard union wage, isn't it?

[redacted] I don't know, it might be. Of course he has 25X1A
20 years of experience. 25X1A

[redacted] It's changing, just as we are going to photo processing
and whatnot. These fellows are disappearing I think. Well, I suppose one
could ask some questions. I don't know how much point there is though. *For example*,
maybe his mortgage will be paid off this year for all we know. *You know,*

25X1A

[redacted] What makes it bad on the printers is there are
about 30 printers who came to the Agency some years ago from the Government
Printing Office. At that time we guaranteed that they could stay on until age 70,
and we have all the other printers in Logistics who have to go at 60. It's not a
good situation.

[redacted] It happens to everybody. 25X1A

[redacted] Those other printers have a guarantee that they
don't have to go at age 60. 25X1A

[redacted] Didn't we get in some map makers or something
under the same kind of thing? 25X1A

[redacted] Not that I know of, Karl. 25X1A

[redacted] They have a variety of titles. 25X1A

[redacted] Yes, there are different kinds of people involved,
but they all came from GPO. That was our concession. 25X1A

[redacted] Let's give him another year, but they should try
to get a replacement for him. 25X1A

[redacted] And push his work with [redacted] EEAB, too, because
the statement that Blake writes here is fairly weak - that he will work with them. 25X1A

~~SECRET~~

[redacted] And the statement by one of his own supervisors 25X1A
here -- I think they could cover themselves better next time.

25X1A

[redacted] I think with a couple of young children like this
and a sick wife that he should be hunting for other employment.

25X1A

[redacted] One year is not going to carry him long.

25X1A

[redacted] Okay. I guess we approve the extension but
we urge that he seek outside employment.

. . . Motion seconded and passed . . .

25X1A

[redacted] The next case is the withdrawal of [redacted]

25X1A

from CIARDS. He is 14 months and eight days short. Any problem with that?

. . . Motion made, seconded and passed . . .

25X1A

[redacted] And we have [redacted] who is four months

25X1A

and 16 days short. Any problem with that?

25X1A

[redacted] Ordinarily we would ask to wait until his 15th

anniversary to see whether he had actually gotten the other four months, but
he has a home and he won't go on TDY, but otherwise we could send him.

We would have to withdraw him in August so we might as well go ahead and do it
now.

. . . Motion seconded and passed . . .

25X1A

[redacted] We now have [redacted] This is Murray's

25X1A

idea of a lucky gal.

25X1A

[redacted] She has gone from an 8 to a 12 in 3-1/2 years.

25X1A

[redacted] She has been in all of the components it looks like
at one time or another. She's had every designator in the book on here.

20
~~SECRET~~

~~SECRET~~

Well, I'm the DDS&T Historical Officer, so what Helen does I review and finally okay and sign off on and that sort of thing, and I must say she does a pretty doggone good job. She has to work from documents, or whatever is available, in front of her. She doesn't know anything about what she is covering really, but she does a pretty good job.

[redacted] She has been rated outstanding. 25X1A

[redacted] If you think that otherwise somebody might be assigning somebody else to this, a more senior official, and spending a lot more on it than this, then I think it's probably a pretty good bargain to keep her on. 25X1A

[redacted] I had a question. When I read it I never ran into a statement that said she wants to stay. 25X1A

[redacted] The way her annuity will go up by staying that year, I'm sure she's willing to stay. 25X1A

[redacted] Because of the promotions her high three is going straight up. 25X1A

[redacted] What's going to happen to the history program now? 25X1A
[redacted] The program is changing to discussing selected topics rather than component history. 25X1A

[redacted] I submitted some suggestions to Colby recently. 25X1A
A determination was asked to be made on whether we will continue on those limited topics. 25X1A

[redacted] That will almost necessitate then that some body be actually engaged in it. 25X1A

[redacted] In our Directorate -- I guess we're not alone -- but we find it pretty hard to continue use of some body beyond 60 when we have to 25X1A

~~SECRET~~

come up with 169 that we have to cut. This is one of the jobs that one of those 169 could do. She may well be better than any of the others we can find, but there is a problem at issue here. And these 169 I'm talking about aren't 60 years old.

[redacted]

If we are going to have a slotting problem,

25X1A

could this be ended on 30 June 1974 instead of 7 July 1974?

[redacted]

That would help, yes.

25X1A

[redacted]

Maybe the E Service isn't going to have a problem.

25X1A

[redacted]

Why can't she be rehired rather than extended?

25X1A

[redacted]

You mean to work on history? The old thing was

25X1A

that Red White didn't like that idea.

[redacted]

But he's not here any more. She could get off

25X1A

the ceiling, you rehire her, she's paid up to 90% of her retirement, and you could save a slot.

25X1A

[redacted]

This should be a function for the Director of Personnel.

He should raise the question with them.

25X1A

[redacted]

As an overall Agency problem I think we should.

25X1A

[redacted]

Has any effort been made to take one of your

surplus to put in that job? you have a good idea there, Gordon.

25X1A

[redacted]

I think she should be rehired rather than extended.

25X1A

[redacted]

That's up to somebody else.

25X1A

[redacted]

Her time isn't up until July. Let's just postpone

this to give you a chance to raise this question.

25X1A

[redacted]

Okay.

. . . This case was tabled for further review . . .

[redacted] If you will excuse me, I have another 3:00 o'clock meeting. There is only one other extension case. 25X1A

[redacted] Did you see anything in the last case here that you wanted to comment on? 25X1A

[redacted]: No, except to ask - When does it stop? 25X1A

[redacted] Well, we can debate that as well as you I guess. 25X1A

. . . [redacted] departed the meeting at this time . . . 25X1A

[redacted] We have the case of [redacted] who is requesting a 1-year extension. 25X1A

[redacted] She sure waited a long time to submit it. 25X1A

I have one month to get it to the Director and get it approved.

[redacted] She'll be 62-1/2 in March. 25X1A

[redacted] She's an LB-12 Photographer-General, and the request is for a 1-year extension from March, 1973, to March, 1974 - March being right around the corner. [redacted] just made a couple of discoveries I guess over in his place - (laughter). 25X1A

[redacted] And they refused to talk to their financial status. 25X1A

I'll talk to him about that.

[redacted] The last time we gave this gal five months. I 25X1A

hate to be tough on them, but we were always tough on the 60 to 62.

[redacted] If we weren't, then that would become 62 to 63. 25X1A

[redacted] Yes, and so on. 25X1A

[redacted] I wonder where it ends. 25X1A

[redacted]

On a lot of these financial cases I don't get Ed to 25X1A

sign them, just on a clerical basis, and then they are either hard to get or they aren't. We give them a year to get out of their financial problems and they get in worse shape. Each year it gets worse.

25X1A

[redacted]

I think most of these people - and in both of these cases, the linotyper and this gal - they take a very pessimistic view of the immediate future, and an optimistic view of the time that we are going to extend them.

They have five months and they think they can get everything solved.

25X1A

[redacted]

You will notice that in the previous memo

25X1A

of 4 August 1972 I told her that [redacted] would contact her and that she should work with EEAB. Well, he contacted her a couple of weeks before this memo and introduced her to an EEAB counselor, and there's been no contact since then. She called them back on the phone and said - I have my extension now so I don't want to do anything about it.

[redacted]

Do you have a ceiling problem, Jack?

25X1A

[redacted]

Apparently the Printing Services Division doesn't,

but the Office of Logistics does. They're getting back some from the Clandestine Service and some from the DDS&T people to be absorbed within a smaller ceiling. Both of these people, [redacted] and this one, are specialists that Blake's not getting back. Nobody that he is getting back is going to fit into either one of these jobs.

25X1A

The DDS has a problem meeting

its ceiling, but again, I don't know of anybody in the Agency that is going to be able to fit either one of these jobs in PSD. It's a matter of hiring against these jobs.

25X1A

[redacted]

He doesn't say they are going to collapse without her.

25X1A

[redacted]

Just that she is a darn good employee.

25X1A

[redacted]

She is still healthy and productive.

[redacted] But it's not a vital job. 25X1A
25X1A

[redacted] It's a case of inability to hire somebody for the slot. 25X1A

[redacted] They say they can use her experience to good advantage, and that doesn't make a very powerful case I don't think.

[redacted] Well, it just seemed to me that we ought to cut it off at age 62. But again, we could say all right, we'll go along until October of 1973. 25X1A

[redacted] She's already past her 62nd birthday. I would take her to 30 June 1973. You have a little something to hang onto there, but beyond that -- 25X1A

[redacted] I would say let's go ahead and deny it. I didn't realize she was already 62. 25X1A

[redacted] You immediately begin to save her money anyway on the automobile, and her charities and her miscellaneous will drop. The same things that will drop after next year are going to drop now. 25X1A

[redacted] If she had at least accepted some assistance to find employment last year I would be a little more sympathetic. I say June 30, 1973. 25X1A

[redacted] I guess we had a motion there for 30 June 1973, then. 25X1A

[redacted] You're taking her to June? 25X1A

[redacted] That's three months. 25X1A

[redacted] Otherwise it's next month. 25X1A

[redacted] And suggest once again that she work with the EEAB. 25X1A

[redacted] Yes. If she feels that continued employment is necessary then she should lose no time in going to the counselor.

. . . Motion seconded and passed . . .

25X1A

[redacted] Any other business?

25X1A

[redacted] We have this memo from [redacted]

25X1A

25X1A

[redacted] Oh, yes. This is where I was hoping that [redacted]

would be of help.

25X1A

[redacted] On 7 February we sent [redacted] a memo
saying that the Board reviewed his request and did not conclude that he met the
technical requirements and so forth and so on. I guess our memo and his crossed
in the mail. Anyway, this memo wasn't considered the last time we took it up and
Mr. Fisher thought we ought to look at it.

25X1A

[redacted] What I have been trying to think of is under what
provision of the regulation would this have a bearing?

25X1A

25X1A

[redacted] says that he will approve an
SAE which will show [redacted] as a procurement officer until 1971 when he was
transferred [redacted]

25X1C

25X1A

[redacted] Oh, well, in that case --

25X1A

[redacted] I have another memo drafted to [redacted] saying
the Board has reviewed the reference memo in conjunction with . . . - [redacted]
continued to read this draft memo to the Board).

25X1A

25X1A

25X1A

[redacted] He's really an awfully good procurement officer,
too. He's done a lot of good work for us, but he has this other job that he wants
and he wants that extra 4%. It doesn't sound like it ought to mean that much
to him but it does.

. . . Motion made, seconded and passed not approving

25X1A

[redacted] designation into the System . . .

. . . Meeting adjourned at 3:00 p.m. . . .